

# RELATED COMPETENCIES FOR FOSTER AND KINSHIP CARE, AND ADOPTION

---

## Table of Contents

Clicking on an item in the Table of Contents jumps you to that page  
Note: You can click on “Return to Table of Contents” at the top of any page

### Topic 980, CAREGIVER TRAINING ON WRITTEN AND VERBAL COMMUNICATION *Page 4*

980-01: Ability to write clear and accurate caregiver reports for the case record *Page 4*

980-02: Ability to verbally communicate with the child’s family, agency staff, and community members *Page 4*

### Topic 981, CAREGIVER/ADOPTIVE PARENT TRAINING ON CULTURE AND DIVERSITY *Page 5*

981-01: Ability to work toward cultural competence *Page 5*

981-02: Ability to understand families from diverse cultures *Page 5*

981-03: Ability to understand issues of refugees or immigrants *Page 6*

### Topic 983, CAREGIVER/ADOPTIVE PARENT TRAINING ON DEVELOPMENTAL DISORDERS *Page 7*

983-01: Ability to provide care to children with developmental disorders *Page 7*

983-02: Ability to obtain assessments, treatment, and services for children who have developmental disorders *Page 7*

983-03: Ability to understand issues of refugees or immigrants *Page 8*

983-04: Ability to support parents with developmental problems *Page 8*

### Topic 984, CAREGIVER/ADOPTIVE PARENT TRAINING ON COMMUNITY VIOLENCE, GANGS, AND CULTS *Page 9*

984-01: Ability to care for youth who are involved in gangs or cults *Page 9*

[Topic 985, CAREGIVER/ADOPTIVE PARENT TRAINING ON HUMAN SEXUALITY](#) [Page 10](#)

[985-01: Ability to help children and adolescents with the development of a healthy sexual identity](#) [Page 10](#)

[Topic 987, IMPACT OF CAREGIVING, ADOPTIVE PARENTING ON FAMILIES WITH DIVERSE STRUCTURES](#) [Page 11](#)

[987-01: Ability to manage caregiving/adoptive parenting as a single parent](#) [Page 11](#)

[987-02: Ability to manage roles of parent and spouse/partner](#) [Page 11](#)

[Topic 988, CAREGIVER/ADOPTIVE PARENT TRAINING ON SUBSTANCE ABUSE](#) [Page 12](#)

[988-01: Ability to recognize signs of alcohol and drug abuse](#) [Page 12](#)

[988-02: Ability to work with parents who abuse drugs or alcohol](#) [Page 12](#)

[988-03: Ability to provide care to children who abuse drugs or alcohol](#) [Page 13](#)

[Topic 989, SELF-CARE FOR CAREGIVERS AND ADOPTIVE PARENTS](#) [Page 14](#)

[989-01: Ability to organize time to complete caregiver tasks](#) [Page 14](#)

[989-02: Ability to take care of the personal stress often found with caregiving](#) [Page 14](#)

[Topic 990, CAREGIVER/ADOPTIVE PARENT TRAINING ON HEALTH ISSUES](#) [Page 15](#)

[990-01: Ability to recognize illnesses or conditions in children](#) [Page 15](#)

[990-02: Ability to care for children with an illness or medical condition](#) [Page 15](#)

[990-03: Ability to help children and adolescents obtain treatment for Sexually Transmitted Infections \(STI's\)](#) [Page 15](#)

[Topic 991, CAREGIVER/ ADOPTIVE PARENT TRAINING ON TRAUMA](#) [Page 17](#)

[991-01: Ability to identify indicators of trauma](#) [Page 17](#)

[991-02: Ability to maintain the physical and emotional safety of a child who has experienced trauma](#) [Page 17](#)

[991-03: Ability to teach effective coping strategies to children who have experienced trauma](#) [Page 17](#)

[991-04: Ability to advocate for services that address children's trauma](#) [Page 18](#)

[991-05: Ability to recognize and address signs of secondary trauma in self and others](#) [Page 18](#)

[Topic 993, CAREGIVER/ADOPTIVE PARENT TRAINING ON DOMESTIC AND FAMILY VIOLENCE](#) [Page 19](#)

[993-01: Ability to recognize the signs and impact of domestic violence](#) [Page 19](#)

[Topic 994, CAREGIVER/ADOPTIVE PARENT TRAINING ON MEETING CHILDREN'S EDUCATIONAL NEEDS](#) [Page 20](#)

[994-01: Ability to support children in regular school settings](#) [Page 20](#)

[994-02: Ability to advocate for child's fair treatment in school](#) [Page 20](#)

[994-03: Ability to help the child cope with the stresses of school and encourage continued education](#) [Page 21](#)

[994-04: Ability to ensure children in care receive special educational programs, services, and accommodations, as needed](#) [Page 21](#)

[994-05: Ability to help teens apply to colleges or universities](#) [Page 22](#)

[Topic 995, CAREGIVER/ADOPTIVE PARENT TRAINING ON MENTAL HEALTH PROBLEMS](#) [Page 23](#)

[995-01: Ability to provide care to children with emotional, behavioral, or thought disorders in caregiving homes](#) [Page 23](#)

[995-02: Ability to recognize and respond to indicators of mental health problems in children](#) [Page 23](#)

[995-03: Ability to provide a therapeutic environment for children with mental health issues](#) [Page 24](#)

[995-04: Ability to identify mental health problems in adults](#) [Page 24](#)

[995-05: Ability to support parents with behavioral, emotional or developmental problems](#) [Page 25](#)

**Topic 980:  
CAREGIVER TRAINING ON WRITTEN AND VERBAL COMMUNICATION**

**Skill Sets:**

**980-01:** Ability to write clear and accurate caregiver reports for the case record

**980-02:** Ability to verbally communicate with the child's family, agency staff, and community members

<b>Skill Set 980-01: Ability to write clear and accurate caregiver reports for the case record</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
980-01-001	Knows the kind of reports that caregivers may need to complete
980-01-002	Knows what information should be included in caregiver reports
980-01-003	Knows how to record clear and accurate information for case records, documents, reports and court filings
980-01-004	Can complete well written reports

<b>Skill Set 980-02: Ability to verbally communicate with the child's family, agency staff, and community members</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
980-02-001	Knows common barriers to effective communication
980-02-002	Understands how personal communication styles may affect how people interact with each other
980-02-003	Understands how a persons' culture, family background, or situation may affect the way they understand verbal messages
980-02-004	Knows how to adjust verbal communication to the specific persons being addressed
980-02-005	Knows how to present ideas, and communicate effectively in meetings
980-02-006	Can effectively communicate ideas and information to children's primary parents, agency staff, and community members

**TOPIC: 981**

**CAREGIVER/ADOPTIVE PARENT TRAINING ON CULTURE AND DIVERSITY**

**Skill Sets:**

**981-01:** Ability to work toward cultural competence

**981-02:** Ability to understand families from diverse cultures

**981-03:** Ability to understand issues of refugees or immigrants

<b>Skill Set 981-01: Ability to work toward cultural competence</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
981-01-001	Understands how one's own cultural background affects one's perspective
981-01-002	Knows how "ethnocentricity" (assumptions that one's own culture is best) can harm relationships with others
981-01-003	Understands how discrimination and oppression can impact functioning
981-01-004	Understands "cultural relativism" and "cultural pluralism"
981-01-005	Understands how coping strategies vary among cultural groups
981-01-006	Knows the difference between stereotypes and culturally relevant information; Knows how to individualize members of cultural groups
981-01-007	Understands personal and institutional bias, discrimination, and racism
981-01-008	Can relate to individuals in a way that respects their cultures
981-01-009	Can continue to develop cultural competence as an ongoing process

<b>Skill Set 981-02: Ability to understand families from diverse cultures</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
981-02-001	Understands common cultural norms, values, codes of conduct, traditions, and child rearing practices common to many African-American families
981-02-002	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of Asian heritage
981-02-003	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of African heritage
981-02-004	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of Hispanic heritage
981-02-005	Understands norms, values, codes of conduct, traditions, and child rearing practices common to many families of Native Hawaiian and other Pacific Islanders heritage
981-02-006	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of Arabic heritage
981-02-007	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of Western European heritage
981-02-008	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families of Eastern European heritage
981-02-009	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Muslim families
981-02-010	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Jewish families

981-02-011	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Christian families
981-02-012	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Amish/Mennonite families
981-02-013	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Native American families of various tribal affiliation
981-02-014	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many Gay/Lesbian families
981-02-015	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families living in rural areas
981-02-016	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families living in urban areas
981-02-017	Understands cultural norms, values, codes of conduct, traditions, and child rearing practices common to many families with developmentally and physically disabled members
981-02-018	Knows how to obtain information and learn about a family's culture from the families and community leaders of that culture
981-02-019	Can interact with families in a culturally competent way

<b>Skill Set 981-03: Ability to understand issues of refugees or immigrants</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
981-03-001	Understands problems of families who have recently immigrated or who are refugees
981-03-002	Understands how other countries may define abuse and neglect differently
981-03-003	Understands "acculturation" and how parents may not want their children "Americanized"
981-03-004	Understands how oppression and illegal immigration status may affect families
981-03-005	Knows how to help parents balance their children's cultural heritage with American culture
981-03-006	Knows how to communicate effectively when using an interpreter for American Sign Language or a language other than English
981-03-007	Knows how to link immigrant or refugee families with services
981-03-008	Can relate to families who are immigrants or refugees in a caring and sensitive manner

**TOPIC: 983**  
**CAREGIVER/ADOPTIVE PARENT TRAINING ON DEVELOPMENTAL DISORDERS**

**Skill Sets:**

**983-01:** Ability to provide care to children with developmental disorders

**983-02:** Ability to obtain assessments, treatment, and services for children who have developmental disorders

**983-03:** Ability to identify developmental disabilities in adults

**983-04:** Ability to support parents with developmental problems

<b>Skill Set 983-01: Ability to provide care to children with developmental disorders</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
983-01-001	Knows the nature, causes, symptoms, and treatment of <i>mental retardation</i> . Knows how to care for children with mental retardation in the caregiving home
983-01-002	Knows symptoms, prognosis, medical treatment, and home care needed for children with <i>Shaken Baby Syndrome</i>
983-01-003	Knows the nature, causes, symptoms, and treatment for <i>seizure disorders</i> . Knows how to care for children with seizure disorders in the caregiving home
983-01-004	Knows the nature, causes, symptoms, and treatment of <i>autism spectrum disorder</i> . Knows how to care for children with autism spectrum disorder in the caregiving home
983-01-005	Knows the nature, causes, symptoms, and treatment of <i>spina bifida</i> . Knows how to care for children with spina bifida in the caregiving home
983-01-006	Knows the nature, causes, symptoms, and treatment of <i>Down syndrome</i> . Knows how to care for children with Down syndrome in the caregiving home
983-01-007	Knows the nature, causes, symptoms, and treatment for <i>attention deficit disorder</i> . Knows how to care for children with attention deficit disorder in the foster/kinship/adoptive home
983-01-008	Knows the nature, causes, symptoms, and treatment for <i>fetal alcohol spectrum disorder</i> . Knows how to care for children with fetal alcohol spectrum disorder in the caregiving home
983-01-009	Knows the nature, causes, symptoms, and treatment for <i>prenatal drug exposure</i> . Knows how to care for children with prenatal drug exposure in the caregiving home
983-01-010	Can identify signs and symptoms of possible developmental delay or disability in children
983-01-011	Can provide care for children with developmental disabilities in the caregiving home to help them achieve their highest possible level of functioning

<b>Skill Set 983-02: Ability to obtain assessments, treatment, and services for children who have developmental disorders</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
983-02-001	Aware of negative stereotypes and mistaken beliefs about developmental disabilities. Knows how children may not be able to receive services they need because of these attitudes

983-02-002	Understands the stress in caring for a child with disabilities. Knows how to seek support, education, financial help, and respite services for family members
983-02-003	Knows social, developmental, and recreational services in the community for children with developmental disabilities
983-02-004	Knows how to work with the caseworker to obtain assessments for children who appear to have developmental delays or disabilities
983-02-005	Can work with local services to obtain assessments, treatment, and equipment and support for children with special needs

**Skill Set 983-03: Ability to identify developmental disabilities in adults**

Comp. No.	Competency Description
983-03-001	Knows characteristics of <i>intellectual deficits and learning disabilities</i> in adults. Knows how they affect ability to function and care for children
983-03-002	Knows characteristics of <i>seizure disorders</i> in adults. Knows how they affect ability to function and care for children
983-03-003	Knows characteristics of <i>cerebral palsy</i> in adults. Knows how it affects ability to function and care for children
983-03-004	Knows characteristics of <i>fetal alcohol spectrum disorder</i> in adults. Knows how it affects ability to function and care for children
983-03-005	Knows characteristics of <i>attention deficit hyperactivity disorder</i> in adults. Knows how it affects ability to function and care for children
983-03-006	Can identify when parents may have a developmental disability

**Skill Set 983-04: Ability to support parents with developmental problems**

Comp. No.	Competency Description
983-04-001	Knows common services for adults with developmental problems
983-04-002	Understands how misunderstandings about development disorders could impact service to adults with those problems
983-04-003	Can help parents with developmental disorders see their strengths and build supports
983-04-004	Can help parents with developmental disorders keep in touch with their children permanently placed outside their home



**TOPIC: 984**

**CAREGIVER/ADOPTIVE PARENT TRAINING ON COMMUNITY VIOLENCE,  
GANGS, AND CULTS**

**Skill Set:**

**984-01:** Ability to care for youth who are involved in gangs or cults

<b>Skill Set 984-01: Ability to care for youth who are involved in gangs or cults</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
984-01-001	Aware of various gangs in the community. Knows how they recruit and initiate new members, how they operate, and their signs and symbols
984-01-002	Aware of various religious and satanic cults in the community. Knows how they recruit and initiate new members, how they operate, and their signs and symbols
984-01-003	Understands how gangs and cults may be attractive to youth who have been abused, neglected, and placed in substitute care
984-01-004	Understands the potential harm of gang membership
984-01-005	Understands the potential harm of being involved in a cult
984-01-006	Understands the stages of the youth's involvement and commitment to gangs
984-01-007	Understands the stages of the youth's involvement and commitment to cults
984-01-008	Knows how to determine if a youth is involved with a cult
984-01-009	Knows how to determine if a youth is involved with a gang
984-01-010	Knows typical interventions for youth involved in gangs or cults and knows how to support those interventions
984-01-011	Can identify when a youth may be involved with a gang or cult and can obtain help for the youth

**TOPIC: 985**  
**CAREGIVER/ADOPTIVE PARENT TRAINING ON HUMAN SEXUALITY**

**Skill Sets:**

**985-01:** Ability to help children and adolescents with the development of a healthy sexual identity

<b>Skill Set 985-01: Ability to help children and adolescents with the development of a healthy sexual identity</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
985-01-001	Understands the importance of love, affection and sexuality throughout a person's life
985-01-002	Knows information about sexually transmitted diseases, birth control, prenatal care, and abortion. Knows resources for helping talk with their children about these issues
985-01-003	Knows resources for information and support on issues of sexual identity
985-01-004	Understands the development of sexual identity and gender roles
985-01-005	Understands the diversity of values and beliefs regarding sexual identity. Knows the impact of personal reactions, bias and values regarding sexual identity
985-01-006	Understands issues related to people who are gay, lesbian, bisexual, transgendered, or questioning
985-01-007	Understands issues for children whose parents are gay, lesbian, bisexual or transgendered
985-01-008	Knows ways to help children and adolescents cope with issues and problems related to development of a healthy sexual identity
985-01-009	Can talk with children and adolescents about sexual identity
985-01-010	Can help youth and birth parents resolve issues related to the child's sexual identity
985-01-011	Can help children resolve issues related to their parents' sexual identity

**TOPIC: 987**  
**EFFECTS OF ADOPTIVE PARENTING AND CAREGIVING ON FAMILIES WITH DIVERSE STRUCTURES**

**Skill Sets:**

**987-01:** Ability to manage caregiving/adoptive parenting as a single parent

**987-02:** Ability to manage roles of parent and spouse/partner

<b>Skill Set 987-01: Ability to manage caregiving/adoptive parenting as a single parent</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
987-01-001	Understands social, emotional, and financial challenges experienced by single caregivers/adoptive parents. Knows ways to manage these challenges
987-01-002	Understands the importance of providing children with adult role models of both genders
987-01-003	Understands the challenges in managing household and childcare tasks as a single caregiver/adoptive parent. Knows ways to manage these challenges
987-01-004	Knows how to balance the needs of the single caregiver/adoptive parent with the needs of the child
987-01-005	Knows how to assess one's ability to cope with the demands of single parenthood. Knows how to access respite care when needed
987-01-006	Can help the child develop a positive relationship with an adult of the opposite gender from the caregiver/adoptive parent
987-01-007	Can build a personal support system among extended family, friends, the agency, parenting support groups, and community organizations

<b>Skill Set 987-02: Ability to manage roles of parent and spouse/partner</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
987-02-001	Understands how caregiving/adoption could produce challenges in the adults' relationship. Knows how to help keep the relationship strong

**TOPIC: 988**

**CAREGIVER/ADOPTIVE PARENT TRAINING ON SUBSTANCE ABUSE**

**Skill Sets:**

**988-01:** Ability to recognize signs of alcohol and drug abuse

**988-02:** Ability to work with parents who abuse drugs or alcohol

**988-03:** Ability to provide care to children who abuse drugs or alcohol

<b>Skill Set 988-01: Ability to recognize signs of alcohol and drug abuse</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
988-01-001	Knows signs of abuse of alcohol, stimulants, hallucinogens, depressants, tranquilizers, methamphetamine, and crack/cocaine, prescription, street, or “club” drugs
988-01-002	Knows factors that can lead to drug and alcohol abuse
988-01-003	Knows cultural issues involved in assessing and treating substance abuse
988-01-004	Knows substance abuse assessment and treatment resources in the community
988-01-005	Knows how substance abuse can progress without treatment
988-01-006	Understands the legal issues involved in substance abuse
988-01-007	Knows health and medical problems that can occur as a result of abusing drugs and alcohol
988-01-008	Knows how to recognize the different stages of substance abuse
988-01-009	Can recognize street and prescription drugs and drug paraphernalia
988-01-010	Can recognize symptoms of drug and alcohol abuse in children and adults
988-01-011	Can obtain needed help for a child abusing drugs or alcohol

<b>Skill Set 988-02: Ability to work with parents who abuse drugs or alcohol</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
988-02-001	Understands how substance abuse by parents can affect their ability to safely care for their children
988-02-002	Knows the purpose of substance abuse treatment plans. Understands the parent’s treatment plan
988-02-003	Understands why adults may relapse after treatment for substance abuse. Knows how to support them returning to treatment
988-02-004	Knows how to protect children if parents abuse drugs or alcohol
988-02-005	Knows how to respond when a parent who is under the influence of alcohol or drugs arrives for visit with a child in care
988-02-006	Can collaborate with treatment resources to help parents who abuse drugs or alcohol
988-02-007	Can support the parent’s efforts to renew drug or alcohol treatment when relapse occurs

<b>Skill Set 988-03: Ability to provide care to children who abuse drugs or alcohol</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
988-03-001	Knows treatment resources in the community for children who abuse alcohol or drugs, and understands the types of treatment available
988-03-002	Knows how to prepare children for drug or alcohol treatment
988-03-003	Understands the limits of treatment for children who abuse alcohol or drugs. Knows the importance of involving the whole family to support the child's treatment
988-03-004	Understands the reasons why children may abuse drugs and alcohol
988-03-005	Knows resources to help family members cope with the child who abuses drugs or alcohol
988-03-006	Understands ways to help children stay drug and alcohol free, including using sponsors for support
988-03-007	Knows how to avoid enabling children who are abusing substances to deny their addiction and resist treatment. Knows how to reduce the child's resistance
988-03-008	Can help coordinate services and treatment, keep track of progress, and support the child's treatment for alcohol or drug abuse

**TOPIC: 989**  
**SELF-CARE FOR CAREGIVERS AND ADOPTIVE PARENTS**

**Skill Sets:**

**989-01:** Ability to organize time to complete caregiver tasks

**989-02:** Ability to take care of the personal stress often found with caregiving

<b>Skill Set 989-01: Ability to organize time to complete caregiver tasks</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
989-01-001	Understands the importance of creating a calm and organized home in reducing stress for the child in care
989-01-002	Knows the importance of planning activities to make the best use of time
989-01-003	Knows how to set priorities by considering the importance and urgency of tasks
989-01-004	Can plan, organize and manage caregiving family life

<b>Skill Set 989-02: Ability to take care of the personal stress often found with caregiving</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
989-02-001	Knows common sources of stress for caregivers
989-02-002	Understands the stress involved in the stages of foster caregiver development
989-02-003	Understands the signs and symptoms of stress. Understands what happens when stress is not managed
989-02-004	Understands the caregiver's need to seek help for managing stress
989-02-005	Knows ways to manage personal stress at each stage of foster caregiver development
989-02-006	Knows how to find agency and community-based resources to help in managing stress
989-02-007	Can recognize signs of personal stress and use helpful coping skills and time management methods to reduce caregiver stress

**TOPIC: 990**

**CAREGIVER/ADOPTIVE PARENT TRAINING ON HEALTH ISSUES**

**Skill Sets:**

**990-01:** Ability to recognize illnesses or conditions in children

**990-02:** Ability to care for children with an illness or medical condition

**990-03:** Ability to help children and adolescents obtain treatment for Sexually Transmitted Infections (STI's)

<b>Skill Set 990-01: Ability to recognize illnesses or conditions in children</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
990-01-001	Knows health, hygienic, and nutritional practices that prevent or reduce the likelihood of illness in children
990-01-002	Knows immunization and other well-child routine health care
990-01-003	Can identify signs and symptoms of illness and contagious conditions

<b>Skill Set 990-02: Ability to care for children with an illness or medical condition</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
990-02-001	Knows importance of following medical advice and giving medications as prescribed
990-02-002	Knows agency procedures for preventive, regular, acute, and emergency health care for children at different developmental stages
990-02-003	Knows CPR and basic first aid
990-02-004	Knows what to do if medication appears have an adverse effect on the child
990-02-005	Knows health issues involved in adolescent pregnancies
990-02-006	Knows when to seek professional counseling for a child with an illness or medical condition
990-02-007	Can follow medical procedures for care of children at home
990-02-008	Can help a child with an illness or medical condition talk about feelings and concerns
990-02-009	Can tell agency and medical staff about children's illnesses. Can write reports about illnesses and keep medical documents

<b>Skill Set 990-03: Ability to help children and adolescents obtain treatment for Sexually Transmitted Infections (STI's)</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
990-03-001	Understands issues related to sexually transmitted infections including HIV/AIDS
990-03-002	Knows the signs and symptoms of HIV/AIDS, stages of treatment, medications, and risk of contagion
990-03-003	Knows signs and symptoms of common STI's. Knows how to coordinate and support treatment

<b>990-03-004</b>	Knows how to help parents and children resolve conflicts related to a sexually transmitted infection, knows how one's own values and feelings might be triggered by a child's sexually transmitted infection
<b>990-03-005</b>	Can help a child or adolescent get medical care for a sexually transmitted infection. Can support them through the treatment



**TOPIC: 991  
PROVIDING CARE TO TRAUMATIZED CHILDREN**

**Skill Sets:**

**991-01: Ability to identify indicators of trauma**

**991-02: Ability to maintain the physical and emotional safety of a child who has experienced trauma**

**991-03: Ability to teach effective coping strategies to children who have experienced trauma**

**991-04: Ability to advocate for services that address children's trauma**

**991-05: Ability to recognize and address signs of secondary trauma in self and others**

<b>Skill Set 991-01: Ability to identify indicators of trauma</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
991-01-001	Knows what child traumatic stress is
991-01-002	Knows how experiences such as abuse, neglect, witnessing violence, and loss of a loved one can be traumatic for children
991-01-003	Knows feelings and responses associated with trauma
991-01-004	Knows the relationship between trauma and other mental health disorders
991-01-005	Understands how children's unusual or difficult behaviors may be attempts to cope with trauma
991-01-006	Can identify and report indicators of trauma to treatment team members

<b>Skill Set 991-02: Ability to maintain the physical and emotional safety of a child who has experienced trauma</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
991-02-001	Understands how situations in the environment can trigger trauma responses in children
991-02-002	Knows how to interact with children in ways that avoid trauma responses
991-02-003	Knows ways to help traumatized children feel safe in the foster home
991-02-004	Knows ways to help traumatized children feel safe in the community
991-02-005	Knows how to teach traumatized children self-protection strategies
991-02-006	Can use strategies to secure traumatized children's physical and emotional safety

<b>Skill Set 991-03: Ability to teach effective coping strategies to children who have experienced trauma</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
991-03-001	Understands the importance of helping traumatized children make new meaning of their trauma and current experiences
991-03-002	Knows ways to help traumatized children understand and manage overwhelming emotions
991-03-003	Knows ways to help traumatized children identify and develop their strengths
991-03-004	Knows ways to help traumatized children develop healthy attachments

991-03-005	Can support positive relationships in the traumatized child's life
991-03-006	Can respond appropriately to behavioral and emotional challenges in traumatized children

<b>Skill Set 991-04: Ability to advocate for services that address children's trauma.</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
991-04-001	Understands the potential consequences of untreated trauma
991-04-002	Understands key principles for working with children who have been traumatized
991-04-003	Understands specific approaches caseworkers, foster caregiver, and therapists should use when working with traumatized children
991-04-004	Knows how to advocate for trauma-specific services for child
991-04-005	Understands role in supporting trauma-specific services for child
991-04-006	Can promote and support trauma-specific services

<b>Skill Set 991-05: Ability to recognize and address signs of secondary trauma in self and others</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
991-05-001	Understands how caring for traumatized children can affect foster caregivers emotionally
991-05-002	Understands responsibilities involved in parenting children who have experienced trauma
991-05-003	Knows indicators of secondary trauma in self and other family members
991-05-004	Knows ways to take care of themselves to prevent negative emotional responses to children's trauma
991-05-005	Can appropriately address negative emotional responses to children's trauma
991-05-006	Can use strategies to prevent secondary trauma

**TOPIC: 993  
CAREGIVER/ADOPTIVE PARENT TRAINING ON DOMESTIC AND FAMILY  
VIOLENCE**

**Skill Set:**

**993-01:** Ability to recognize the signs and impact of domestic violence

<b>Skill Set 993-01: Ability to recognize the signs and impact of domestic violence</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
993-01-001	Knows types and characteristics of domestic and family violence
993-01-002	Knows factors and issues that contribute to domestic violence
993-01-003	Knows the signs of domestic violence in a family
993-01-004	Knows the cultural factors involved in domestic violence
993-01-005	Understands the cycle of domestic violence
993-01-006	Understands emotional, social, and financial issues for the perpetrator, the adult victims, and children in the family
993-01-007	Understands control tactics used by perpetrators of domestic violence Understands protective strategies used by victims
993-01-008	Understands how violence in the home can affect children
993-01-009	Understands how personal or cultural feelings about domestic violence can affect work with family members. Knows how to deal with personal feelings
993-01-010	Understands the components of safety plans for victims of domestic violence
993-01-011	Understands dilemmas in working towards reunification in families where there is domestic violence
993-01-012	Knows ways to support victims and children when there is domestic violence in their homes
993-01-013	Knows how to teach and model non-violent relationships to children in their care
993-01-014	Can help children discuss their feelings about violence in their families. Can help them understand violence in their families
993-01-015	Can cooperate with therapists in helping children address emotional conflicts and issues related to violence in their families
993-01-016	Can help arrange visits with family members to ensure safety
993-01-017	Can identify possible domestic violence situations. Knows how and when to report it to the agency or law enforcement

**TOPIC: 994**  
**CAREGIVER/ADOPTIVE PARENT TRAINING MEETING CHILDREN'S**  
**EDUCATIONAL NEEDS**

**Skill Sets:**

**994-01:** Ability to support children in regular school settings

**994-02:** Ability to advocate for child's fair treatment in school

**994-03:** Ability to help the child cope with the stresses of school and encourage continued education

**994-04:** Ability to ensure children in care receive special educational programs, services, and accommodations, as needed

**994-05:** Ability to help teens apply to colleges or universities

<b>Skill Set 994-01: Ability to support children in regular school settings</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
994-01-001	Knows why it is important to involve primary parents in educational planning for children in care
994-01-002	Understands which information regarding the child's situation should be shared with school staff
994-01-003	Knows the importance of developing good working relationships with school administrators and staff members. Knows how to develop those relationships
994-01-004	Understands why it is important to know and follow school policies and procedures
994-01-005	Knows the range of educational and vocational programs and schools available to children. Knows how to select the best school or school program based on the child's abilities, talents, or special interests
994-01-006	Knows why it is important that children in care have opportunities for involvement in school activities. Knows resources and how to advocate so children can obtain sports equipment, special clothing or other items needed for the child
994-01-007	Can collaborate with school personnel to support child's education

<b>Skill Set 994-02: Ability to advocate for child's fair treatment in school</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
994-02-001	Knows procedures for disciplinary actions in schools and vocational programs
994-02-002	Knows rights of children in care for due process, equal treatment, and privacy in regards to discipline. Knows how the school should protect these rights
994-02-003	Knows how to advocate for appropriate discipline in schools and vocational programs
994-02-004	Knows how to work with school staff to develop a plan to solve school-related problems

994-02-005	Knows how to work with teachers and other school staff to find out the causes for a child's school-related problems
994-02-006	Knows signs that school or vocational program personnel may be stereotyping a child from a caregiving/adoptive home, or singling out the child for various types of discrimination
994-02-007	Knows steps to take if school or vocational program staff are being unfair to a child in care, or treating the child differently from other children in the classroom
994-02-008	Can ensure that children receive fair discipline in school and vocational programs

**Skill Set 994-03: Ability to help the child cope with the stresses of school and encourage continued education**

Comp. No.	Competency Description
994-03-001	Knows how to prepare kindergartners/first graders for school and help them adjust to attending school
994-03-002	Knows how to help newly placed children adjust to attending a new school
994-03-003	Knows common fears and anxieties children in care have when entering a new school. Knows how to help children reduce those fears
994-03-004	Knows how to encourage a foster/adopted child to do well in their school or vocational program without having expectations that are too high for the child. Understands the importance of not comparing the child to other children
994-03-005	Understands how some school assignments related to family history or background may be difficult for children in care. Knows how to help the teacher make accommodations in the assignment for those children
994-03-006	Knows how to help a child in care who is behind in school or vocational program, or having difficulty with specific school subjects. Knows how to obtain individual help or tutoring to help the child catch up
994-03-007	Can work with school or vocational program staff and primary parents to help the child be successful in school both socially and academically

**Skill Set 994-04: Ability to ensure children in care receive special educational programs, services, and accommodations, as needed**

Comp. No.	Competency Description
994-04-001	Understands the importance of assessment, diagnosis, and special education services for children with special needs
994-04-002	Understands how special needs such as mental retardation, learning disabilities, emotional, behavioral and thought disorders, and developmental and physical disabilities may affect the foster/adoptive child in school, both academically and socially
994-04-003	Knows federal law requiring special educational services and accommodations for students who have special needs
994-04-004	Understands the role of certified Surrogate Parents in participating in Individual Educational Plan (IEP) conferences for children

994-04-005	Knows special educational services and accommodations that students with special needs may receive from schools and knows how to advocate for these services
994-04-006	Understands the importance of developing Individual Educational Plans, 504 Plans, and Transitional Plans for children with special educational needs. Knows how to participate in developing those plans
994-04-007	Knows how to work with the caseworker and primary parent to ensure assessment and appropriate school programs, services, or accommodations for children with special needs
994-04-008	Knows the criteria that qualify children and young adults with mental retardation or developmental disabilities for vocational programs. Knows how enroll children in these programs and help young adults apply for these programs
994-04-009	Understands roles and responsibilities of staff in schools and vocational programs. Knows how to enlist the help of staff members to obtain services
994-04-010	Knows how to follow school district procedures related to the “chain of command” to assure needed educationally programs, services, interventions, and fair discipline for children in care
994-04-011	Knows how to intervene when a school or vocational program placement appears detrimental to the child
994-04-012	Knows how to help school or vocational program personnel follow a therapist’s plan to manage foster/adopt children’s difficult behaviors in school. Knows how to ensure a consistent approach to behavior management at home and at school
994-04-013	Knows how Individual Family Service Plans for children under age three and Individual Educational Plans for children over age three are used. Knows how to advocate for and participate in the development of these plans
994-04-014	Can work with school or vocational program staff to ensure that all special services, accommodations and treatments are implemented for the child in care

<b>Skill Set 994-05: Ability to help teens apply to colleges or universities</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
994-05-001	Knows common barriers in foster children attending college. Knows how to overcome those barriers
994-05-002	Knows federal funding for foster children to attend college. Knows additional types of financial aid for college. Knows how to help children apply for financial aid
994-05-003	Knows resources for college students who have learning disabilities
994-05-004	Knows factors to consider when helping a child in care choose a college
994-05-005	Knows how to help a child in care complete college essays and other application materials. Knows how to conduct college visits
994-05-006	Can assist children in care to apply to colleges, choose the right college for them, and apply for financial aid
994-05-007	Can advocate that children with learning disabilities receive assistance in college

**TOPIC: 995**  
**CAREGIVER/ADOPTIVE PARENT TRAINING ON MENTAL HEALTH PROBLEMS**

**Skill Sets:**

- 995-01: Ability to provide care to children with emotional, behavioral, or thought disorders
- 995-02: Ability to recognize and respond to indicators of mental health problems in children
- 995-03: Ability to provide a therapeutic environment for children with mental health problems
- 995-04: Ability to identify mental health problems in adults
- 995-05: Ability to provide a therapeutic environment for children with mental health problems

<b>Skill Set 995-01: Ability to provide care to children with emotional, behavioral, or thought disorders</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
995-01-001	Knows how to advocate for and support mental health services for children who have emotional, behavioral, or thought disorders
995-01-002	Knows how to provide care for children with mental health problems
995-01-003	Knows signs and symptoms of suicide or other self-injuring behavior. Knows when to obtain emergency treatment for the child
995-01-004	Knows the importance of giving medicine as prescribed to children with emotional, behavioral, or thought disorders. Knows when to report side effects to the worker and doctor
995-01-005	Understands possible side effects of medicine used for emotional, behavioral, or thought disorders in children. Knows situations in which they should not be used
995-01-006	Knows how to obtain emergency mental health services. Knows how to support the child through the crisis intervention process
995-01-007	Can appropriately support and care for a child with a mental health disorder

<b>Skill Set 995-02: Ability to recognize and respond to indicators of mental health problems in children</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
995-02-001	Knows signs and symptoms of mood disorders (depression, bi-polar disorder) and how they may affect children's functioning
995-02-002	Knows signs and symptoms of psychotic disorders (schizophrenia) and how they may affect children's functioning
995-02-003	Knows signs and symptoms of adjustment disorders and how they may affect children's functioning
995-02-004	Knows signs and symptoms of personality disorders (anti-social, paranoid, narcissistic, histrionic) and how they may affect children's functioning

995-02-005	Knows signs and symptoms of disruptive behavior disorders (attention deficit/hyperactivity disorder, oppositional defiant disorder, conduct disorder), and how these problems may affect children's functioning
995-02-006	Knows signs and symptoms of dissociative disorders and how they may affect children's functioning
995-02-007	Knows signs and symptoms of attachment problems, including reactive attachment disorder and how they may affect children's functioning
995-02-008	Knows signs and symptoms of anxiety disorders (post-traumatic stress, and obsessive-compulsive disorder) in children, and how they may affect children's functioning
995-02-009	Knows signs and symptoms of eating disorders and how they may affect children's functioning
995-02-010	Knows signs and symptoms of sleep disorders and how they may affect children's functioning
995-02-011	Can recognize signs and symptoms of emotional, behavioral, or thought disorders in children. Can report concerns to the caseworker, support treatment, and provide care for the child

**Skill Set: 995-03 Ability to provide a therapeutic environment for children with mental health problems**

Comp. No.	Competency Description
995-03-001	Knows strategies to deal with behavioral indicators of specific mental health disorders
995-03-002	Understands situations that may trigger children's anxiety or fear
995-03-003	Knows how to help children discuss and resolve their feelings
995-03-004	Understands the counseling process for children with mental health-problems. Knows how to work with the child's counselor and teachers to develop and use intervention strategies for related problem behaviors
995-03-005	Knows how to use play, art, music, and games to help children communicate their feelings and concerns. Knows how to report information from the therapeutic play to the caseworker or therapist
995-03-006	Knows local resources where children can participate in social and recreational activities. Knows how the activities can help children with mental health problems
995-03-007	Knows when and how to use respite care when caring for children with mental health problems
995-03-008	Can follow directions of caseworker or counselor to help children with mental health problems in the caregiver home. Can report progress to the worker
995-03-009	Can help children receive services they need for their mental health problems

**Skill Set 995-04: Ability to identify mental health problems in adults**

Comp. No.	Competency Description
995-04-001	Knows characteristics of mood disorders (depressions, bi-polar disorder) in adults. Knows how they affect ability to function and care for children



995-04-002	Knows characteristics of schizophrenia and other psychoses in adults. Knows how they affect ability to function and care for children
995-04-003	Knows characteristics of adjustment disorders in adults. Knows how they affect ability to function and care for children
995-04-004	Knows characteristics of personality disorders (borderline, paranoia) in adults. Knows how they affect ability to function and care for children
995-04-005	Knows characteristics of oppositional-defiant and conduct disorders in adults. Knows how they affect ability to function and care for children
995-04-006	Knows characteristics of self-injurious behavior in adults. Knows how it affects ability to function and care for children
995-04-007	Knows characteristics of dissociative disorders in adults. Knows how they affect ability to function and care for children
995-04-008	Knows characteristics of Munchausen-by-proxy disorder in adults. Knows how it affects ability to function and care for children
995-04-009	Knows characteristics of anxiety disorders (post-traumatic stress disorder, obsessive-compulsive disorder) in adults. Knows how they affect ability to function and care for children
995-04-010	Knows characteristics of eating disorders in adults. Knows how they affect ability to function and care for children
995-04-011	Understands how having more than one disorder or a disorder in addition to substance abuse affects parenting and treatment
995-04-012	Can identify when parents may have mental health problems

<b>Skill Set 995-05: Ability to support parents with behavioral, emotional or developmental problems</b>	
<b>Comp. No.</b>	<b>Competency Description</b>
995-05-001	Knows the treatment and other services for adults with mental health problems. Knows how to support treatment when working with the parent
995-05-002	Knows common medications used to treat mental health problems in adults. Knows their side effects, risks and effectiveness
995-05-003	Understands how misunderstandings about mental health problems could impact working with adults with those problems
995-05-004	Knows signs of a psychiatric emergency in adults. Knows how to get emergency psychiatric services
995-05-005	Knows how a mental health problem could result in the person becoming violent. Knows how to recognize situations that may become dangerous
995-05-006	Can help parents with mental health problems recognize the signs of relapse. Can help parents get assistance, if needed
995-05-007	Can help parents with mental health problems see their strengths and build supports
995-05-008	Can help parents with mental health problems keep in touch with their children permanently placed outside their home